

**§ 532.213**

(c) Except as provided in paragraph (a) of this section, wage areas shall be established when:

(1) There is a minimum of 100 wage employees of one agency subject to the regular schedule and the agency involved indicates that its local installation has the capacity to do the survey; and

(2) There is, within a reasonable commuting distance of the concentration of Federal employment;

(i) A minimum of either 20 establishments within survey specifications having at least 50 employees each; or 10 establishments having at least 50 employees each, with a combined total of 1,500 employees; and

(ii) The total private enterprise employment in the industries surveyed in the survey area is at least twice the Federal wage employment in the survey area.

(d)(1) Adjacent economic communities or political units meeting the separate wage area criteria in paragraphs (b) and (c) of this section may be combined through consideration of:

(i) Distance, transportation facilities, and geographic features;

(ii) Commuting patterns; and

(iii) Similarities in overall population, employment, and the kinds and sizes of private industrial establishments.

(2) Generally, the criteria listed in paragraph (d)(1) of this section are considered in the order listed.

(3) When two wage areas are combined, the survey area of either or both may be used, depending on the concentrations of Federal and private employment and locations of establishments, the proximity of the survey areas to each other, and the extent of economic similarities or differences as indicated by relative levels of wage rates in each of the potential survey areas.

(e) Appropriated fund wage and survey area definitions are set out as appendix C to this subpart and are incorporated in and made part of this section.

[55 FR 46142, Nov. 1, 1990, as amended at 57 FR 29783, July 7, 1992]

**5 CFR Ch. I (1–1–05 Edition)**

**§ 532.213 Industries included in regular appropriated fund wage surveys.**

(a) Industries in the following Standard Industrial Classifications (SIC) shall be included in all wage surveys for regular wage schedules:

Manufacturing	
SIC 20 through 26 and 28 through 38.	All manufacturing classes except SIC 27 (printing, publishing, and allied industries) and SIC 39 (miscellaneous manufacturing industries).
Transportation, Communications, Electric, Gas, and Sanitary Services	
SIC 40 .....	Railroad transportation
SIC 41 (except 412)	Local and suburban transit and inter-urban highway passenger transportation except taxicabs (SIC 412).
SIC 42 .....	Motor freight transportation and warehousing.
SIC 45 .....	Transportation by air.
SIC 48 .....	Communication.
SIC 49 .....	Electric, gas, and sanitary services.
Wholesale Trade	
SIC 50 .....	Wholesale trade—durable goods.
SIC 51 .....	Wholesale trade—non-durable goods.

(b) A lead agency may add other industry classes to a regular survey in an area where these industries account for significant proportions of local private employment of the kinds and levels found in local Federal employment.

(c) Specifically excluded from all wage surveys for regular wage schedules are food service and laundry establishments and industries having peculiar employment conditions that directly affect the wage rates paid and that are the basis for special wage surveys.

[55 FR 46142, Nov. 1, 1990]

**§ 532.215 Establishments included in regular appropriated fund surveys.**

(a) All establishments having a total employment of 50 or more employees in

## Office of Personnel Management

## § 532.219

the prescribed industries within a survey area shall be included within the survey universe. On rare occasions and as an exception to the rule, OPM may authorize lower minimum size levels based on a recommendation of the lead agency for the wage area.

(b) Establishments to be covered in surveys shall be selected under standard probability sample selection procedures. In areas with relatively few establishments, surveys shall cover all establishments within the prescribed industry and size groups.

(c) A lead agency may not delete from a survey an establishment properly included in an establishment list drawn under statistical sampling procedures.

[55 FR 46142, Nov. 1, 1990]

### § 532.217 Appropriated fund survey jobs.

(a) A lead agency shall survey the following required jobs:

Job title	Job grade
Janitor (Light) .....	1
Janitor (Heavy) .....	2
Material Handler .....	2
Maintenance Laborer .....	3
Packer .....	4
Warehouse Worker .....	5
Forklift Operator .....	5
Material Handling Equipment Operator .....	5
Truckdriver (Medium) .....	6
Truckdriver (Heavy) .....	7
Machine Tool Operator II .....	8
Machine Tool Operator I .....	9
Carpenter .....	9
Electrician .....	10
Automotive Mechanic .....	10
Sheet Metal Mechanic .....	10
Pipefitter .....	10
Welder .....	10
Machinist .....	10
Electronics Mechanic .....	11
Toolmaker .....	13

(b) A lead agency may not omit a required survey job from a regular schedule wage survey.

(c) A lead agency may survey the following jobs on an optional basis:

Job title	Job grade
Aircraft Structures Assembler B .....	7
Aircraft Structures Assembler A .....	9
Aircraft Mechanic .....	10
Electrician, Ship .....	10
Pipefitter, Ship .....	10
Shipfitter .....	10
Shipwright .....	10

Job title	Job grade
Machinist, Marine .....	10
Cable Splicer (Electric) .....	10
Electrical Lineman .....	10
Electrician (Powerplant) .....	10
Telephone Installer-Repairer .....	9
Central Office Repairer .....	11
Heavy Mobile Equipment Mechanic .....	10
Heavy Mobile Equipment Operator .....	10
Air Conditioning Mechanic .....	10
Rigger .....	10
Trailer Truck Driver .....	8
Tool Crib Attendant .....	6
Painter (Finish) .....	9
Light Vehicle Operator .....	5
Helper (Trades) .....	5
Boiler Plant Operator .....	10
Meat Cutter .....	8
Equipment Mechanic .....	10
Boom Crane Operator .....	9
Boom Crane Operator (Precision) .....	11
Tool and Parts Attendant .....	4
Painter (Rough) .....	7
Electronic Industrial Controls Mechanic .....	11
Electronic Test Equipment Repairer .....	11
Electronic Computer Mechanic .....	11
Television Station Mechanic .....	11
Maintenance Mechanic .....	10

(d) A lead agency may add the following survey jobs to the survey when the Hospital industry is included in the survey:

Job title	Job grade
Laundry Worker .....	1
Food Service Worker .....	2
Cook .....	8

(e) A lead agency must obtain prior approval of OPM to add a job not authorized under paragraph (a), (c), or (d) of this section.

[55 FR 46142, Nov. 1, 1990, as amended at 64 FR 69183, Dec. 10, 1999; 68 FR 460, Jan. 6, 2003; 69 FR 26475, May 13, 2004]

### § 532.219 Criteria for establishing non-appropriated fund wage areas.

(a) Each wage area shall consist of one or more survey areas along with nonsurvey areas, if any, having non-appropriated fund employees.

(1) *Survey area*: A survey area is composed of the counties, parishes, cities, or townships in which survey data are collected.

(2) *Nonsurvey area*: Nonsurvey counties, parishes, or townships may be combined with the survey area to form the wage area through consideration of the criteria in paragraph (c) of this section.